



**Bericht zur Stimmrechtsausübung 2023
im Rahmen der Phaidros Funds**

Hinweis:

Mit der Veröffentlichung eines jährlichen Berichtes zur Stimmrechtsausübung innerhalb der Phaidros Funds ist Eyb & Wallwitz bestrebt, Transparenz über die treuhänderische Ausübung der aus ihren Vermögen erwachsenen Stimmrechte zu zeigen. Zudem setzen wir mit dem vorliegenden Dokument die Anforderungen der Aktionärsrechterichtlinie II (ARUG II) bzw. § 134b des Aktiengesetz im Zusammenhang mit der Stimmrechts- und Mitwirkungspolitik um.

Bei der Umsetzung unserer aktiven Stimmrechtsausübung arbeiten wir mit IVOX Glass Lewis („Glass Lewis“) zusammen, die uns durch Beratungs- und Verwaltungsdienste für die Stimmrechte unterstützen und auf den Hauptversammlungen vertreten.

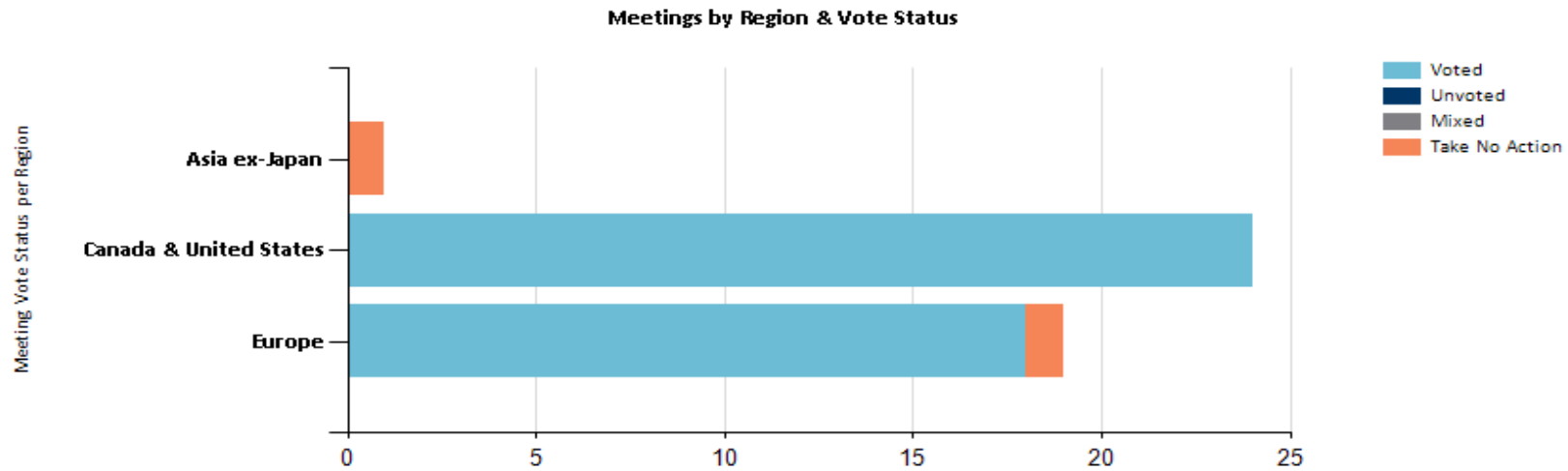
Glass Lewis gibt uns basierend auf ihrer eigenen ESG-Richtlinie Abstimmungsempfehlungen. Diese jährlich aktualisierte Richtlinie wurde speziell dafür entwickelt, um Standards zu erfüllen, die mit den „Principals for Responsible Investment“ der Vereinten Nationen (UN PRI) übereinstimmen.

Die jeweils gültige Glass Lewis ESG-Richtlinie ("GLASS LEWIS´ ESG THEMATIC VOTING POLICY") kann auf der Eyb & Wallwitz Unternehmensseite unter <https://www.eybwallwitz.de/de/nachhaltigkeit/> eingesehen werden.

Der Glass Lewis-Ansatz umfasst die Verwendung von ESG-Risikoindikatoren, um moderate bis schwerwiegende ESG-Risikofaktoren bei börsennotierten Unternehmen zu identifizieren. Vorstandsmitglieder, die wesentliche ESG-Risiken nicht ausreichend beaufsichtigen, managen oder abwehren, werden zur Rechenschaft gezogen. Diese ESG-Risikoindikatoren decken dabei unterschiedliche Themen, wie u.a. Umweltaspekte, Menschen- und Arbeitsrechte sowie die Auswirkungen von Geschäftsaktivitäten und -praktiken, Vergütungsstrukturen und Diversität, Bestechung und Korruption sowie ein Scheitern der Unternehmensführung und einer damit einhergehenden ein Versagen der Risikoüberwachung, ab.

Meeting Statistics Report

From 1/1/2023 to 12/31/2023



Region	Country Of Origin	Voted	Unvoted	Mixed	Take No Action	Total
Total for all Regions		42	0	0	2	44
Asia ex-Japan		0	0	0	1	1
	Taiwan	0	0	0	1	1
Canada & United States		24	0	0	0	24
	Canada	1	0	0	0	1
	United States	23	0	0	0	23
Europe		18	0	0	1	19
	Denmark	1	0	0	0	1
	France	2	0	0	0	2
	Germany	4	0	0	1	5
	Ireland	5	0	0	0	5
	Netherlands	1	0	0	0	1
	Spain	1	0	0	0	1
	Switzerland	4	0	0	0	4

Proposal Statistics Report

From 1/1/2023 to 12/31/2023

	Mgmt Proposals	SHP Proposals	Total Proposals
For	499	44	543
Against	90	48	138
Abstain	0	5	5
1 Year	19	0	19
2 Years	0	0	0
3 Years	0	0	0
Mixed	0	0	0
Take No Action	19	0	19
Unvoted	0	0	0
Totals	627	97	724

Management Proposals – Votes Cast

For - 499
Against - 90
Abstain - 0
1 Year - 19
Take No Action - 19



Shareholder Proposals – Votes Cast

For - 44
Against - 48
Abstain - 5



	Mgmt Proposals	SHP Proposals	Total Proposals
With Management	516	47	563
Against Management	89	48	137
N/A	3	2	5
Mixed	0	0	0
Take No Action	19	0	19
Unvoted	0	0	0
Totals	627	97	724

Management Proposals – Votes versus Management

With Mgmt - 516
Against Mgmt - 89
Take No Action - 19
N/A - 3



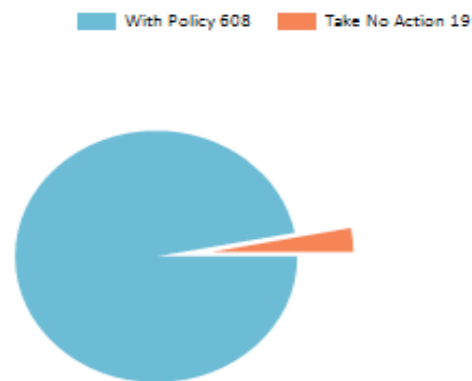
Shareholder Proposals – Votes versus Management

With Mgmt - 47
Against Mgmt - 48
N/A - 2

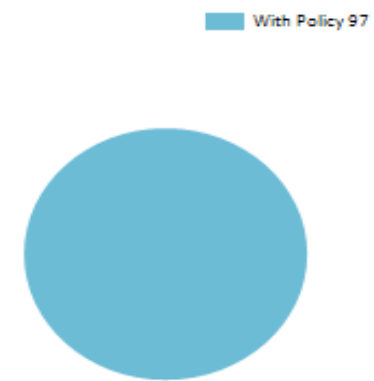


	Mgmt Proposals	SHP Proposals	Total Proposals
With Policy	608	97	705
Against Policy	0	0	0
Manual	0	0	0
N/A	0	0	0
Mixed	0	0	0
Take No Action	19	0	19
Unvoted	0	0	0
Totals	627	97	724

Management Proposals - Votes versus Policy



Shareholder Proposals - Votes versus Policy

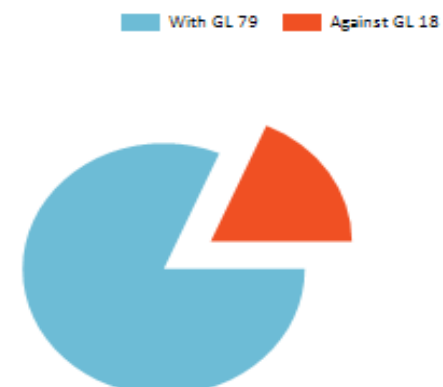


	Mgmt Proposals	SHP Proposals	Total Proposals
With Glass Lewis	564	79	643
Against Glass Lewis	44	18	62
N/A	0	0	0
Mixed	0	0	0
Take No Action	19	0	19
Unvoted	0	0	0
Totals	627	97	724

Management Proposals - Votes versus Glass Lewis



Shareholder Proposals - Votes versus Glass Lewis



Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

LINDE PLC

ISIN	IE00BZ12WP82	Meeting Date	18-Jan-23
Ticker		Deadline Date	03-Jan-23
Country	Ireland	Record Date	16-Jan-23
Blocking	Yes	Vote Date	29-Dec-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Approval of Scheme of Arrangement	Management	For	For	For

LINDE PLC

ISIN	IE00BZ12WP82	Meeting Date	18-Jan-23
Ticker		Deadline Date	03-Jan-23
Country	Ireland	Record Date	16-Jan-23
Blocking	No	Vote Date	29-Dec-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Approval of Scheme of Arrangement	Management	For	For	For
2	Amendments to Articles	Management	For	For	For
3	Dissolution Merger	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

SIEMENS AG

ISIN	DE0007236101	Meeting Date	09-Feb-23
Ticker		Deadline Date	25-Jan-23
Country	Germany	Record Date	02-Feb-23
Blocking	No	Vote Date	25-Jan-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Profits/Dividends	Management	For	For	For
3.1	Ratify Roland Busch	Management	For	For	For
3.2	Ratify Cedrik Nelke	Management	For	For	For
3.3	Ratify Matthias Rebellius	Management	For	For	For
3.4	Ratify Ralf P. Thomas	Management	For	For	For
3.5	Ratify Judith Wiese	Management	For	For	For
4.1	Ratify Jim Hagemann Snabe	Management	For	For	For
4.2	Ratify Birgit Steinborn	Management	For	For	For
4.3	Ratify Werner Brandt	Management	For	For	For
4.4	Ratify Tobias Blümler	Management	For	For	For
4.5	Ratify Michael Diekmann	Management	For	For	For
4.6	Ratify Andrea Fehrmann	Management	For	For	For
4.7	Ratify Bettina Haller	Management	For	For	For
4.8	Ratify Harald Kern	Management	For	For	For
4.9	Ratify Jürgen Kerner	Management	For	For	For
4.10	Ratify Benoît Potier	Management	For	For	For
4.11	Ratify Hagen Reimer	Management	For	For	For
4.12	Ratify Norbert Reithofer	Management	For	For	For
4.13	Ratify Kasper Rørsted	Management	For	For	For
4.14	Ratify Nemat Shafik	Management	For	For	For
4.15	Ratify Nathalie von Siemens	Management	For	For	For
4.16	Ratify Michael Sigmund	Management	For	For	For
4.17	Ratify Dorothea Simon	Management	For	For	For
4.18	Ratify Grazia Vittadini	Management	For	For	For
4.19	Ratify Matthias Zachert	Management	For	For	For
4.20	Ratify Gunnar Zukunft	Management	For	For	For
5	Appointment of Auditor	Management	For	For	For
6	Remuneration Report	Management	For	For	For
7.1	Elect Werner Brandt	Management	For	For	For
7.2	Elect Regina E. Dugan	Management	For	For	For
7.3	Elect Keyyn Lee James	Management	For	For	For
7.4	Elect Martina Merz	Management	For	For	For
7.5	Elect Benoît Potier	Management	For	For	For
7.6	Elect Nathalie von Siemens	Management	For	For	For
7.7	Elect Matthias Zachert	Management	For	For	For
8	Amendments to Articles (Virtual AGM)	Management	For	For	For
9	Amendments to Articles (Virtual AGM Participation of ...)	Management	For	For	For
10	Amendments to Articles (Share Register)	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

NOVARTIS AG

ISIN	CH0012005267	Meeting Date	07-Mar-23
Ticker		Deadline Date	27-Feb-23
Country	Switzerland	Record Date	02-Mar-23
Blocking	No	Vote Date	20-Feb-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Ratification of Board and Management Acts	Management	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For
4	Cancellation of Shares and Reduction in Share Capital	Management	For	For	For
5	Authority to Repurchase Shares	Management	For	For	For
6.1	Amendments to Articles (Virtual General Meetings)	Management	For	For	For
6.2	Amendments to Articles (Miscellaneous)	Management	For	For	For
6.3	Amendments to Articles (Alignment with Law)	Management	For	For	For
7.1	Board Compensation	Management	For	For	For
7.2	Executive Compensation	Management	For	For	For
7.3	Compensation Report	Management	For	For	For
8.1	Elect Jörg Reinhardt as Board Chair	Management	For	For	For
8.2	Elect Nancy C. Andrews	Management	For	For	For
8.3	Elect Ton Büchner	Management	For	For	For
8.4	Elect Patrice Bula	Management	For	For	For
8.5	Elect Elizabeth Doherty	Management	For	For	For
8.6	Elect Bridgette P. Heller	Management	For	For	For
8.7	Elect Daniel Hochstrasser	Management	For	For	For
8.8	Elect Frans van Houten	Management	For	For	For
8.9	Elect Simon Moroney	Management	For	For	For
8.10	Elect Ana de Pro Gonzalo	Management	For	For	For
8.11	Elect Charles L. Sawyers	Management	For	For	For
8.12	Elect William T. Winters	Management	For	For	For
8.13	Elect John D. Young	Management	For	For	For
9.1	Elect Patrice Bula as Compensation Committee Member	Management	For	For	For
9.2	Elect Bridgette P. Heller as Compensation Committee	Management	For	For	For
9.3	Elect Simon Moroney as Compensation Committee Chair	Management	For	For	For
9.4	Elect William T. Winters as Compensation Committee	Management	For	For	For
10	Appointment of Auditor	Management	For	For	For
11	Appointment of Independent Proxy	Management	For	For	For
B	Transaction of Other Business	Management		Against	N/A

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

APPLE INC

ISIN	US0378331005	Meeting Date	10-Mar-23
Ticker	AAPL	Deadline Date	09-Mar-23
Country	United States	Record Date	09-Jan-23
Blocking	No	Vote Date	27-Feb-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a	Elect James A. Bell	Management	For	For	For
1b	Elect Timothy D. Cook	Management	For	For	For
1c	Elect Albert A. Gore	Management	For	For	For
1d	Elect Alex Gorsky	Management	For	For	For
1e	Elect Andrea Jung	Management	For	For	For
1f	Elect Arthur D. Levinson	Management	For	For	For
1g	Elect Monica C. Lozano	Management	For	For	For
1h	Elect Ronald D. Sugar	Management	For	For	For
1i	Elect Susan L. Wagner	Management	For	For	For
2.	Ratification of Auditor	Management	For	For	For
3.	Advisory Vote on Executive Compensation	Management	For	For	For
4.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	For
5.	Shareholder Proposal Regarding Civil Rights Audit	Shareholder	Against	Against	For
6.	Shareholder Proposal Regarding Report on Corporate	Shareholder	Against	Against	For
7.	Shareholder Proposal Regarding Shareholder Engagement	Shareholder	Against	Against	For
8.	Shareholder Proposal Regarding Median Gender and Racial	Shareholder	Against	For	Against
9.	Shareholder Proposal Regarding Proxy Access Bylaw	Shareholder	Against	Against	For

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

NOVO NORDISK

ISIN	DK0060534915	Meeting Date	23-Mar-23
Ticker		Deadline Date	14-Mar-23
Country	Denmark	Record Date	16-Mar-23
Blocking	No	Vote Date	21-Mar-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Accounts and Reports	Management	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For
4	Remuneration Report	Management	For	For	For
5.1	Directors' Fees 2022	Management	For	For	For
5.2	Directors' Fees 2023	Management	For	For	For
5.3	Amendments to Remuneration Policy	Management	For	For	For
6.1	Elect Helge Lund as Chair	Management	For	For	For
6.2	Elect Henrik Poulsen as Vice Chair	Management	For	For	For
6.3.A	Elect Laurence Debroux	Management	For	For	For
6.3.B	Elect Andreas Fibig	Management	For	For	For
6.3.C	Elect Sylvie Grégoire	Management	For	For	For
6.3.D	Elect Kasim Kutay	Management	For	For	For
6.3.E	Elect Christina Choi Lai Law	Management	For	For	For
6.3.F	Elect Martin Mackay	Management	For	Against	Against
7.1	Appointment of Auditor	Management	For	For	For
8.1	Cancellation of Shares	Management	For	For	For
8.2	Authority to Repurchase Shares	Management	For	For	For
8.3	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	For
8.4	Shareholder Proposal Regarding Company's Product pricing	Shareholder	Against	Against	For

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

WALT DISNEY CO (THE)

ISIN	US2546871060	Meeting Date	03-Apr-23
Ticker	DIS	Deadline Date	31-Mar-23
Country	United States	Record Date	08-Feb-23
Blocking	No	Vote Date	22-Mar-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Mary T. Barra	Management	For	For	For
1b.	Elect Safra A. Catz	Management	For	For	For
1c.	Elect Amy L. Chang	Management	For	For	For
1d.	Elect Francis A. deSouza	Management	For	For	For
1e.	Elect Carolyn N. Everson	Management	For	For	For
1f.	Elect Michael B.G. Froman	Management	For	For	For
1g.	Elect Robert A. Iger	Management	For	For	For
1h.	Elect Maria Elena Lagomasino	Management	For	For	For
1i.	Elect Calvin R. McDonald	Management	For	For	For
1j.	Elect Mark G. Parker	Management	For	For	For
1k.	Elect Derica W. Rice	Management	For	For	For
2.	Ratification of Auditor	Management	For	Against	Against
3.	Advisory Vote on Executive Compensation	Management	For	For	For
4.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	For
5.	Shareholder Proposal Regarding Report on Corporate	Shareholder	Against	Against	For
6.	Shareholder Proposal Regarding Charitable Contributions	Shareholder	Against	Against	For
7.	Shareholder Proposal Regarding Report on Political	Shareholder	Against	Against	For

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

STRAUMANN HOLDING AG

ISIN	CH1175448666	Meeting Date	05-Apr-23
Ticker		Deadline Date	24-Mar-23
Country	Switzerland	Record Date	27-Mar-23
Blocking	No	Vote Date	21-Mar-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.1	Accounts and Reports	Management	For	For	For
1.2	Compensation Report	Management	For	Against	Against
2	Allocation of Dividends	Management	For	For	For
3	Ratification of Board and Management Acts	Management	For	For	For
4	Board Compensation	Management	For	For	For
5.1	Executive Compensation (Fixed)	Management	For	For	For
5.2	Executive Compensation (Long-Term)	Management	For	For	For
5.3	Executive Compensation (Short-Term)	Management	For	For	For
6.1	Elect Gilbert Acheremann as Board Chair	Management	For	Against	Against
6.2	Elect Marco Gadola	Management	For	Against	Against
6.3	Elect Juan-José Gonzalez	Management	For	For	For
6.4	Elect Petra Rumpf	Management	For	For	For
6.5	Elect Thomas Straumann	Management	For	For	For
6.6	Elect Nadia Tarolli Schmidt	Management	For	For	For
6.7	Elect Regula Wallimann	Management	For	For	For
6.8	Elect Olivier A. Filliol	Management	For	For	For
7.1	Elect Marco Gadola as Nominating and Compensation	Management	For	Against	Against
7.2	Elect Nadia Tarolli Schmidt as Nominating and	Management	For	For	For
7.3	Elect Regula Wallimann as Nominating and Compensation	Management	For	For	For
8	Appointment of Independent Proxy	Management	For	For	For
9	Appointment of Auditor	Management	For	For	For
10.1	Amendments to Articles (Corporate Purpose)	Management	For	For	For
10.2	Amendments to Articles (Legal Amendments)	Management	For	For	For
10.3	Amendments to Articles (Virtual General Meeting)	Management	For	For	For
10.4	Amendments to Articles (Shareholder Rights)	Management	For	For	For
10.5	Amendments to Articles (Executive Compensation and	Management	For	For	For
10.6	Amendments to Articles (Editorial Amendments)	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

MOODY'S CORP.

ISIN	US6153691059	Meeting Date	18-Apr-23
Ticker	MCO	Deadline Date	17-Apr-23
Country	United States	Record Date	21-Feb-23
Blocking	No	Vote Date	08-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Jorge A. Bermudez	Management	For	For	For
1b.	Elect Thérèse Esperdy	Management	For	For	For
1c.	Elect Robert Fauber	Management	For	For	For
1d.	Elect Vincent A. Forlenza	Management	For	For	For
1e.	Elect Kathryn M. Hill	Management	For	For	For
1f.	Elect Lloyd W. Howell, Jr.	Management	For	For	For
1g.	Elect Jose M. Minaya	Management	For	For	For
1h.	Elect Leslie Seidman	Management	For	For	For
1i.	Elect Zig Serafin	Management	For	For	For
1j.	Elect Bruce Van Saun	Management	For	For	For
2.	Amendment to the 2001 Stock Incentive Plan	Management	For	For	For
3.	Ratification of Auditor	Management	For	For	For
4.	Advisory Vote on Executive Compensation	Management	For	For	For
5.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	For

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

LVMH MOET HENNESSY VUITTON SE

ISIN	FR0000121014	Meeting Date	20-Apr-23
Ticker		Deadline Date	11-Apr-23
Country	France	Record Date	17-Apr-23
Blocking	No	Vote Date	03-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For
4	Special Auditors Report on Regulated Agreements	Management	For	For	For
5	Elect Delphine Arnault	Management	For	Against	Against
6	Elect Antonio Belloni	Management	For	For	For
7	Elect Marie-Josée Kravis	Management	For	Against	Against
8	Elect Marie-Laure Sauty de Chalon	Management	For	For	For
9	Elect Natacha Valla	Management	For	For	For
10	Elect Laurent Mignon	Management	For	Against	Against
11	Elect Lord Powell of Bayswater as Censor	Management	For	Against	Against
12	Elect Diego Della Valle as Censor	Management	For	Against	Against
13	2022 Remuneration Report	Management	For	Against	Against
14	2022 Remuneration of Bernard Arnault, Chair and CEO	Management	For	Against	Against
15	2022 Remuneration of Antonio Belloni, Deputy CEO	Management	For	Against	Against
16	2023 Remuneration Policy (Board of Directors)	Management	For	For	For
17	2023 Remuneration Policy (Chair and CEO)	Management	For	Against	Against
18	2023 Remuneration Policy (Deputy CEO)	Management	For	Against	Against
19	Authority to Repurchase and Reissue Shares	Management	For	For	For
20	Authority to Cancel Shares and Reduce Capital	Management	For	For	For
21	Authority to Increase Capital Through Capitalisations	Management	For	For	For
22	Authority to Issue Shares and Convertible Debt w/	Management	For	For	For
23	Authority to Issue Shares and Convertible Debt w/o	Management	For	Against	Against
24	Authority to Issue Shares and Convertible Debt Through	Management	For	Against	Against
25	Greenshoe	Management	For	Against	Against
26	Authority to Increase Capital in Case of Exchange Offers	Management	For	Against	Against
27	Authority to Increase Capital in Consideration for	Management	For	Against	Against
28	Authority to Grant Stock Options	Management	For	Against	Against
29	Employee Stock Purchase Plan	Management	For	For	For
30	Global Ceiling on Capital Increases and Debt Issuances	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

NESTLE SA

ISIN	CH0038863350	Meeting Date	20-Apr-23
Ticker		Deadline Date	10-Apr-23
Country	Switzerland	Record Date	13-Apr-23
Blocking	No	Vote Date	08-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.1	Accounts and Reports	Management	For	For	For
1.2	Compensation Report	Management	For	For	For
2	Ratification of Board and Management Acts	Management	For	For	For
3	Allocation of Dividends	Management	For	For	For
4.1.1	Elect Paul Butcke	Management	For	For	For
4.1.2	Elect Mark Schneider	Management	For	For	For
4.1.3	Elect Henri de Castries	Management	For	For	For
4.1.4	Elect Renato Fassinò	Management	For	For	For
4.1.5	Elect Pablo Isla Álvarez de Tejera	Management	For	For	For
4.1.6	Elect Patrick Aebischer	Management	For	For	For
4.1.7	Elect Kimberly A. Ross	Management	For	For	For
4.1.8	Elect Dick Boer	Management	For	For	For
4.1.9	Elect Dinesh C. Paiwal	Management	For	For	For
4.1.10	Elect Hanne de Mora	Management	For	For	For
4.1.11	Elect Lindwe Majete Sibanda	Management	For	For	For
4.1.12	Elect Chris Leong	Management	For	For	For
4.1.13	Elect Luca Maestri	Management	For	For	For
4.2.1	Elect Rainer M. Blair	Management	For	For	For
4.2.2	Elect Marie-Gabrielle Ineichen-Fleisch	Management	For	For	For
4.3.1	Elect Pablo Isla Álvarez de Tejera as Compensation	Management	For	For	For
4.3.2	Elect Patrick Aebischer as Compensation Committee	Management	For	For	For
4.3.3	Elect Dick Boer as Compensation Committee Member	Management	For	For	For
4.3.4	Elect Dinesh C. Paiwal as Compensation Committee	Management	For	For	For
4.4	Appointment of Auditor	Management	For	For	For
4.5	Appointment of Independent Proxy	Management	For	For	For
5.1	Board Compensation	Management	For	For	For
5.2	Executive Compensation	Management	For	For	For
6	Cancellation of Shares and Reduction in Share Capital	Management	For	For	For
7.1	Amendments to Articles (General Meeting)	Management	For	For	For
7.2	Amendments to Articles	Management	For	For	For
8	Additional or Amended Shareholder Proposals	Shareholder		Abstain	N/A

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

L'OREAL

ISIN	FR000120321	Meeting Date	21-Apr-23
Ticker		Deadline Date	12-Apr-23
Country	France	Record Date	18-Apr-23
Blocking	No	Vote Date	05-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For
4	Elect Sophie Bellon	Management	For	For	For
5	Elect Fabienne Dulac	Management	For	Against	Against
6	2023 Directors' Fees	Management	For	For	For
7	2022 Remuneration Report	Management	For	For	For
8	2022 Remuneration of Jean-Paul Agon, Chair	Management	For	For	For
9	2022 Remuneration of Nicolas Hieronimus, CEO	Management	For	For	For
10	2023 Remuneration Policy (Board of Directors)	Management	For	For	For
11	2023 Remuneration Policy (Chair)	Management	For	For	For
12	2023 Remuneration Policy (CEO)	Management	For	For	For
13	Authority to Repurchase and Reissue Shares	Management	For	For	For
14	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
15	Authority to Increase Capital Through Capitalisations	Management	For	For	For
16	Authority to Increase Capital in Consideration for	Management	For	For	For
17	Employee Stock Purchase Plan	Management	For	For	For
18	Stock Purchase Plan for Overseas Employees	Management	For	For	For
19	Internal Spin-off (Affaires Marché France, Domaines	Management	For	For	For
20	Internal Spin-off (L'Oréal International Distribution)	Management	For	For	For
21	Authorisation of Legal Formalities	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

ASML HOLDING NV

ISIN	NL0010273215	Meeting Date	26-Apr-23
Ticker		Deadline Date	13-Apr-23
Country	Netherlands	Record Date	29-Mar-23
Blocking	No	Vote Date	04-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
3.a.	Remuneration Report	Management	For	For	For
3.b.	Accounts and Reports	Management	For	For	For
3.d.	Allocation of Dividends	Management	For	For	For
4.a.	Ratification of Management Board Acts	Management	For	For	For
4.b.	Ratification of Supervisory Board Acts	Management	For	For	For
5.	Long-Term Incentive Plan, Authority to Issue Shares	Management	For	For	For
6.a.	Supervisory Board Remuneration Policy	Management	For	For	For
6.b.	Supervisory Board Fees	Management	For	For	For
8.a.	Elect Nils Andersen to the Supervisory Board	Management	For	Against	Against
8.b.	Elect Jack P. de Krijg to the Supervisory Board	Management	For	For	For
9.	Appointment of Auditor	Management	For	For	For
10.a.	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
10.b.	Authority to Suppress Preemptive Rights	Management	For	For	For
11.	Authority to Repurchase Shares	Management	For	For	For
12.	Cancellation of Shares	Management	For	For	For

JOHNSON & JOHNSON

ISIN	US4781601046	Meeting Date	27-Apr-23
Ticker	JNJ	Deadline Date	26-Apr-23
Country	United States	Record Date	28-Feb-23
Blocking	No	Vote Date	20-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Dariusz Adamczyk	Management	For	For	For
1b.	Elect Mary C. Becklerle	Management	For	For	For
1c.	Elect D. Scott Davis	Management	For	For	For
1d.	Elect Jennifer A. Doudha	Management	For	For	For
1e.	Elect Joaquin Duato	Management	For	For	For
1f.	Elect Marilyn A. Hewson	Management	For	For	For
1g.	Elect Paula A. Johnson	Management	For	For	For
1h.	Elect Hubert Joly	Management	For	For	For
1i.	Elect Mark B. McClellan	Management	For	For	For
1j.	Elect Anne Mulcahy	Management	For	For	For
1k.	Elect Mark A. Weinberger	Management	For	For	For
1l.	Elect Nadja Y. West	Management	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	For
3.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	For
4.	Ratification of Auditor	Management	For	Against	Against
5.	Shareholder Proposal Regarding Adoption of Mandatory	Shareholder	Against	Abstain	N/A
6.	Shareholder Proposal Regarding Report on Access to COVID-	Shareholder	Against	For	Against
7.	Shareholder Proposal Prohibiting Adjustments for Legal and	Shareholder	Against	Abstain	N/A
8.	Shareholder Proposal Regarding Extended Patent	Shareholder	Against	For	Against

HAMBORNER REIT AG

ISIN	DE000A3H2333	Meeting Date	27-Apr-23
Ticker		Deadline Date	12-Apr-23
Country	Germany	Record Date	20-Apr-23
Blocking	No	Vote Date	05-Apr-23

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Dividends	Management	For	For	For
3	Ratification of Management Board Acts	Management	For	For	For
4	Ratification of Supervisory Board Acts	Management	For	For	For
5	Appointment of Auditor	Management	For	For	For
6	Remuneration Report	Management	For	For	For
7.1	Amendments to Articles (Notice)	Management	For	For	For
7.2	Amendments to Articles (Virtual AGM)	Management	For	For	For
7.3	Amendments to Articles (Supervisory Board Participation)	Management	For	Against	Against
8	Amendments to Articles (Term of Office)	Management	For	For	For
9.1	Amendments to Articles (Supervisory Board Remuneration)	Management	For	For	For
9.2	Supervisory Board Remuneration Policy	Management	For	For	For

BAYER AG

ISIN	DE000BAY0017	Meeting Date	28-Apr-23
Ticker		Deadline Date	13-Apr-23
Country	Germany	Record Date	21-Apr-23
Blocking	No	Vote Date	11-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Presentation of Accounts and Report; Allocation of Dividends	Management	For	For	For
2	Ratification of Management Board Acts	Management	For	For	For
3	Ratification of Supervisory Board Acts	Management	For	For	For
4.1	Elect Norbert Winkeljohann	Management	For	For	For
4.2	Elect Kimberly Lein-Mathisen	Management	For	For	For
5	Remuneration Report	Management	For	For	For
6	Amendments to Articles (Virtual AGM)	Management	For	For	For
7	Amendments to Articles (Virtual AGM Participation of	Management	For	For	For
8	Appointment of Auditor	Management	For	For	For
9	Additional or Amended Shareholder Proposals	Shareholder		Against	N/A

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

IBERDROLA S.A.

ISIN	ES0144580Y14	Meeting Date	28-Apr-23
Ticker		Deadline Date	18-Apr-23
Country	Spain	Record Date	21-Apr-23
Blocking	No	Vote Date	11-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts	Management	For	For	For
2	Management Reports	Management	For	For	For
3	Report on Non-Financial Information	Management	For	For	For
4	Ratification of Board Acts	Management	For	For	For
5	Amendments to Articles (Preamble, Preliminary Title)	Management	For	For	For
6	Amendments to Articles (Corporate Levels)	Management	For	For	For
7	Amendments to Articles (Legal Provisions)	Management	For	For	For
8	Special Dividend (Engagement Dividend)	Management	For	For	For
9	Allocation of Profits/Dividends	Management	For	For	For
10	First Scrip Dividend	Management	For	For	For
11	Second Scrip Dividend	Management	For	For	For
12	Authority to Cancel Treasury Shares and Reduce Capital	Management	For	For	For
13	Remuneration Report	Management	For	For	For
14	Long-Term Incentive Plan (2023-2025 Strategic Bonus)	Management	For	For	For
15	Elect María Helena Antolin Raybaud	Management	For	For	For
16	Ratify Co-Option of Armando Martínez Martínez	Management	For	For	For
17	Elect Manuel Moreu Munaiz	Management	For	For	For
18	Elect Sara de la Rica Goñicelaya	Management	For	For	For
19	Elect Xabier Sagredo Ormaza	Management	For	For	For
20	Elect José Ignacio Sánchez Galán	Management	For	Against	Against
21	Board Size	Management	For	For	For
22	Authorisation of Legal Formalities	Management	For	For	For

LILLY(ELI) & CO

ISIN	US5324571083	Meeting Date	01-May-23
Ticker	LLY	Deadline Date	28-Apr-23
Country	United States	Record Date	21-Feb-23
Blocking	No	Vote Date	18-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect William G. Kaelin, Jr.	Management	For	For	For
1b.	Elect David A. Ricks	Management	For	For	For
1c.	Elect Marschall S. Runge	Management	For	For	For
1d.	Elect Karen Walker	Management	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	Against	Against
3.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	For
4.	Ratification of Auditor	Management	For	Against	Against
5.	Repeal of Classified Board	Management	For	For	For
6.	Elimination of Supermajority Requirements	Management	For	For	For
7.	Shareholder Proposal Regarding Lobbying Report	Shareholder	Against	For	Against
8.	Shareholder Proposal Regarding Simple Majority Vote	Shareholder	Against	Against	For
9.	Shareholder Proposal Regarding Extended Patent	Shareholder	Against	For	Against
10.	Shareholder Proposal Regarding Report on Company	Shareholder	Against	Against	For
11.	Shareholder Proposal Regarding Lobbying Activities and	Shareholder	Against	For	Against
12.	Shareholder Proposal Regarding Diversity and Inclusion	Shareholder	Against	Against	For
13.	Shareholder Proposal Regarding Third-Party Political	Shareholder	Against	Against	For

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

DEUTSCHE POST AG

ISIN	DE0005552004	Meeting Date	04-May-23
Ticker		Deadline Date	19-Apr-23
Country	Germany	Record Date	28-Apr-23
Blocking	No	Vote Date	14-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Dividends	Management	For	For	For
3	Ratification of Management Board Acts	Management	For	For	For
4	Ratification of Supervisory Board Acts	Management	For	For	For
5.1	Elect Katrin Suder	Management	For	For	For
5.2	Elect Mario Daberkow	Management	For	For	For
6	Authority to Repurchase and Reissue Shares	Management	For	For	For
7	Authority to Repurchase Shares Using Equity Derivatives	Management	For	For	For
8	Remuneration Report	Management	For	For	For
9.1	Amendments to Articles (Location)	Management	For	For	For
9.2	Amendments to Articles (Virtual General Meeting)	Management	For	For	For
9.3	Amendments to Articles (Virtual Participation of Supervisory	Management	For	For	For

JPMORGAN CHASE & CO.

ISIN	US46625H1005	Meeting Date	16-May-23
Ticker	JPM	Deadline Date	15-May-23
Country	United States	Record Date	17-Mar-23
Blocking	No	Vote Date	06-May-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Linda B. Barmann	Management	For	For	For
1b.	Elect Stephen B. Burke	Management	For	For	For
1c.	Elect Todd A. Combs	Management	For	For	For
1d.	Elect James S. Crown	Management	For	For	For
1e.	Elect Alicia Boler Davis	Management	For	For	For
1f.	Elect James Dimon	Management	For	For	For
1g.	Elect Timothy P. Flynn	Management	For	Against	Against
1h.	Elect Alex Gorsky	Management	For	For	For
1i.	Elect Melody Hobson	Management	For	For	For
1j.	Elect Michael A. Neal	Management	For	For	For
1k.	Elect Phebe N. Novakovic	Management	For	For	For
1l.	Elect Virginia M. Rometty	Management	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	For
3.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	For
4.	Ratification of Auditor	Management	For	Against	Against
5.	Shareholder Proposal Regarding Independent Chair	Shareholder	Against	For	Against
6.	Shareholder Proposal Regarding Fossil Fuel Lending and	Shareholder	Against	Against	For
7.	Shareholder Proposal Regarding Revision of Committee	Shareholder	Against	For	Against
8.	Shareholder Proposal Regarding Right to Call Special	Shareholder	Against	Against	For
9.	Shareholder Proposal Regarding Transition Plan Report for	Shareholder	Against	Against	For
10.	Shareholder Proposal Regarding Report on Board Oversight	Shareholder	Against	Against	For
11.	Shareholder Proposal Regarding Report on Political	Shareholder	Against	Against	For
12.	Shareholder Proposal Regarding Absolute GHG Reduction	Shareholder	Against	For	Against

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

PAYPAL HOLDINGS INC

ISIN	US70450Y1038	Meeting Date	24-May-23
Ticker	PYPL	Deadline Date	23-May-23
Country	United States	Record Date	30-Mar-23
Blocking	No	Vote Date	08-May-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Rodney C. Adkins	Management	For	For	For
1b.	Elect Jonathan Christodoro	Management	For	For	For
1c.	Elect John J. Donahoe II	Management	For	For	For
1d.	Elect David W. Dorman	Management	For	For	For
1e.	Elect Belinda J. Johnson	Management	For	For	For
1f.	Elect Enrique Lores	Management	For	For	For
1g.	Elect Gail J. McGovern	Management	For	For	For
1h.	Elect Deborah M. Messemer	Management	For	For	For
1i.	Elect David M. Moffett	Management	For	For	For
1j.	Elect Ann M. Sarnoff	Management	For	For	For
1k.	Elect Daniel H. Schulman	Management	For	For	For
1l.	Elect Frank D. Yeary	Management	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	Against	Against
3.	Amendment to the 2015 Equity Incentive Plan	Management	For	Against	Against
4.	Ratification of Auditor	Management	For	Against	Against
5.	Shareholder Proposal Regarding Policy Against	Shareholder	Against	Against	For
6.	Shareholder Proposal Regarding Report on Risks from	Shareholder	Against	For	Against
7.	Shareholder Proposal Regarding Transparency Reports and	Shareholder	Against	Abstain	N/A
8.	Shareholder Proposal Regarding Report on Board Oversight	Shareholder	Against	Against	For
9.	Shareholder Proposal Regarding Majority Vote for Election of	Shareholder	Against	For	Against

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

AMAZON.COM INC.

ISIN	US0231351067	Meeting Date	24-May-23
Ticker	AMZN	Deadline Date	23-May-23
Country	United States	Record Date	30-Mar-23
Blocking	No	Vote Date	08-May-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Jeffrey P. Bezos	Management	For	Against	Against
1b.	Elect Andrew R. Jassy	Management	For	For	For
1c.	Elect Keith B. Alexander	Management	For	For	For
1d.	Elect Edith W. Cooper	Management	For	For	For
1e.	Elect Jamie S. Gorelick	Management	For	For	For
1f.	Elect Daniel P. Huttenlocher	Management	For	For	For
1g.	Elect Judith A. McGrath	Management	For	Against	Against
1h.	Elect Indra K. Nooyi	Management	For	For	For
1i.	Elect Jonathan J. Rubinstein	Management	For	For	For
1j.	Elect Patricia Q. Stonesifer	Management	For	For	For
1k.	Elect Wendell P. Weeks	Management	For	For	For
2.	Ratification of Auditor	Management	For	Against	Against
3.	Advisory Vote on Executive Compensation	Management	For	Against	Against
4.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	For
5.	Amendment to the 1997 Stock Incentive Plan	Management	For	For	For
6.	Shareholder Proposal Regarding Report on Climate Risk In	Shareholder	Against	Against	For
7.	Shareholder Proposal Regarding Report on Customer Due	Shareholder	Against	For	Against
8.	Shareholder Proposal Regarding Report on Government	Shareholder	Against	Against	For
9.	Shareholder Proposal Regarding Report on Government	Shareholder	Against	Against	For
10.	Shareholder Proposal Regarding Just Transition Reporting	Shareholder	Against	For	Against
11.	Shareholder Proposal Regarding Report on Tax Transparency	Shareholder	Against	For	Against
12.	Shareholder Proposal Regarding Lobbying Alignment with	Shareholder	Against	Against	For
13.	Shareholder Proposal Regarding Median Gender and Racial	Shareholder	Against	For	Against
14.	Shareholder Proposal Regarding Cost Benefit Analysis of DEI	Shareholder	Against	Against	For
15.	Shareholder Proposal Regarding Shareholder Approval of	Shareholder	Against	For	Against
16.	Shareholder Proposal Regarding Third-Party Assessment of	Shareholder	Against	For	Against
17.	Shareholder Proposal Regarding Employee Salary	Shareholder	Against	For	Against
18.	Shareholder Proposal Regarding Report Evaluating Animal	Shareholder	Against	For	Against
19.	Shareholder Proposal Regarding Formation of Public Policy	Shareholder	Against	For	Against
20.	Shareholder Proposal Regarding Hourly Associate	Shareholder	Against	Against	For
21.	Shareholder Proposal Regarding Report on Working	Shareholder	Against	For	Against
22.	Shareholder Proposal Regarding Report on Plastic Packaging	Shareholder	Against	Against	For
23.	Shareholder Proposal Regarding the Human Rights Impacts	Shareholder	Against	For	Against

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

BIONTECH SE

ISIN	US09075V1026	Meeting Date	25-May-23
Ticker	BNTX	Deadline Date	18-May-23
Country	Germany	Record Date	18-Apr-23
Blocking	No	Vote Date	27-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Profits (FY2021)	Management	For	TNA	N/A
3	Allocation of Profits (FY2022)	Management	For	TNA	N/A
4	Ratification of Management Board Acts	Management	For	TNA	N/A
5	Ratification of Supervisory Board Acts	Management	For	TNA	N/A
6	Appointment of Auditor	Management	For	TNA	N/A
7	Remuneration Report	Management	For	TNA	N/A
8.1	Elect Nicola Blackwood	Management	For	TNA	N/A
8.2	Elect Ulrich Wandschneider	Management	For	TNA	N/A
8.3	Elect Michael Motschmann	Management	For	TNA	N/A
9	Amendments to Articles (Virtual AGM)	Management	For	TNA	N/A
10	Amendments to Articles (Virtual AGM Participation of	Management	For	TNA	N/A
11a	Approval of Intra-Company Control Agreement with	Management	For	TNA	N/A
11b	Approval of Intra-Company Control Agreement with NT	Management	For	TNA	N/A
11c	Approval of Intra-Company Control Agreement with	Management	For	TNA	N/A
11d	Approval of Intra-Company Control Agreement with	Management	For	TNA	N/A

WALMART INC

ISIN	US9311421039	Meeting Date	31-May-23
Ticker	WMT	Deadline Date	30-May-23
Country	United States	Record Date	06-Apr-23
Blocking	No	Vote Date	22-May-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Cesar Conde	Management	For	For	For
1b.	Elect Timothy P. Flynn	Management	For	For	For
1c.	Elect Sarah J. Fiar	Management	For	For	For
1d.	Elect Carla A. Harris	Management	For	Against	Against
1e.	Elect Thomas W. Horton	Management	For	Against	Against
1f.	Elect Marissa A. Mayer	Management	For	For	For
1g.	Elect C. Douglas McMillon	Management	For	For	For
1h.	Elect Gregory B. Penner	Management	For	Against	Against
1i.	Elect Randall L. Stephenson	Management	For	Against	Against
1j.	Elect S. Robson Walton	Management	For	For	For
1k.	Elect Stuart L. Walton	Management	For	For	For
2.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	For
3.	Advisory Vote on Executive Compensation	Management	For	Against	Against
4.	Ratification of Auditor	Management	For	Against	Against
5.	Shareholder Proposal Regarding Employee Salary	Shareholder	Against	For	Against
6.	Shareholder Proposal Regarding Human Rights Due	Shareholder	Against	Against	For
7.	Shareholder Proposal Regarding Racial Equity Audit	Shareholder	Against	For	Against
8.	Shareholder Proposal Regarding Racial and Gender Layoff	Shareholder	Against	Against	For
9.	Shareholder Proposal Regarding Shareholder Approval of	Shareholder	Against	For	Against
10.	Shareholder Proposal Regarding Report on Risks from	Shareholder	Against	For	Against
11.	Shareholder Proposal Regarding Report on Corporate	Shareholder	Against	Against	For
12.	Shareholder Proposal Regarding Third-Party Audit of Policies	Shareholder	Against	For	Against

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

AIRBNB INC

ISIN	US0090661010	Meeting Date	01-Jun-23
Ticker	ABNB	Deadline Date	31-May-23
Country	United States	Record Date	06-Apr-23
Blocking	No	Vote Date	30-May-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.1	Elect Nathan Blecharczyk	Management	For	For	For
1.2	Elect Alfred Lin	Management	For	Withhold	Against
2.	Ratification of Auditor	Management	For	For	For
3.	Advisory Vote on Executive Compensation	Management	For	For	For

ALPHABET INC

ISIN	US02079K3059	Meeting Date	02-Jun-23
Ticker	GOOGL	Deadline Date	01-Jun-23
Country	United States	Record Date	04-Apr-23
Blocking	No	Vote Date	22-May-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Larry Page	Management	for	For	For
1b.	Elect Sergey Brin	Management	for	For	For
1c.	Elect Sundar Pichai	Management	for	For	For
1d.	Elect John L. Hennessy	Management	for	Against	Against
1e.	Elect Frances H. Arnold	Management	for	Against	Against
1f.	Elect R. Martin Chavez	Management	for	For	For
1g.	Elect L. John Doerr	Management	for	Against	Against
1h.	Elect Roger W. Ferguson, Jr.	Management	for	For	For
1i.	Elect Ann Mather	Management	for	For	For
1j.	Elect K. Ram Shriram	Management	for	For	For
1k.	Elect Robin L. Washington	Management	for	For	For
2.	Ratification of Auditor	Management	for	Against	Against
3.	Amendment to the 2021 Stock Plan	Management	for	Against	Against
4.	Advisory Vote on Executive Compensation	Management	for	Against	Against
5.	Frequency of Advisory Vote on Executive Compensation	Management	3 Years	1 Year	Against
6.	Shareholder Proposal Regarding Lobbying Report	Shareholder	against	For	Against
7.	Shareholder Proposal Regarding Congruency Report of	Shareholder	against	Against	For
8.	Shareholder Proposal Regarding Lobbying Activity Alignment	Shareholder	against	Against	For
9.	Shareholder Proposal Regarding Report on Risks from	Shareholder	against	For	Against
10.	Shareholder Proposal Regarding Report on Siting in	Shareholder	against	Against	For
11.	Shareholder Proposal Regarding Human Rights Impact	Shareholder	against	For	Against
12.	Shareholder Proposal Regarding Algorithm Disclosures	Shareholder	against	For	Against
13.	Shareholder Proposal Regarding Alignment of YouTube	Shareholder	against	For	Against
14.	Shareholder Proposal Regarding Content Governance Report	Shareholder	against	Against	For
15.	Shareholder Proposal Regarding Assessment of Audit and	Shareholder	against	For	Against
16.	Shareholder Proposal Regarding Shareholder Approval of	Shareholder	against	For	Against
17.	Shareholder Proposal Regarding Retention of Shares Until	Shareholder	against	Against	For
18.	Shareholder Proposal Regarding Recapitalization	Shareholder	against	For	Against

Proxy Voting Summary

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BOOKING HOLDINGS INC

ISIN	US09857L1089	Meeting Date	06-Jun-23
Ticker	BKNG	Deadline Date	05-Jun-23
Country	United States	Record Date	11-Apr-23
Blocking	No	Vote Date	22-May-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.1	Elect Glenn D. Fogel	Management	For	For	For
1.2	Elect Miriam M. Graddick-Weir	Management	For	For	For
1.3	Elect Wei Hopeman	Management	For	For	For
1.4	Elect Robert J. Mylod Jr.	Management	For	Withhold	Against
1.5	Elect Charles H. Nock	Management	For	For	For
1.6	Elect Joseph "Larry" Quinlan	Management	For	For	For
1.7	Elect Nicholas J. Read	Management	For	For	For
1.8	Elect Thomas E. Rothman	Management	For	For	For
1.9	Elect Sumit Singh	Management	For	For	For
1.10	Elect Lynn M. Vojvodich Radakovich	Management	For	For	For
1.11	Elect Vanessa A. Wittman	Management	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	For
3.	Ratification of Auditor	Management	For	Against	Against
4.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	For
5.	Shareholder Proposal Regarding Severance Approval Policy	Shareholder	Against	Against	For

TAIWAN SEMICONDUCTOR MANUFACTURING

ISIN	TW0002330008	Meeting Date	06-Jun-23
Ticker	TSM	Deadline Date	26-May-23
Country	Taiwan	Record Date	06-Apr-23
Blocking	No	Vote Date	22-May-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.	2022 Business Report and Financial Statements	Management	For	TNA	N/A
2.	Issuance of Employee Restricted Stock Awards for Year	Management	For	TNA	N/A
3.	Revise the Procedures for Endorsement and Guarantee.	Management	For	TNA	N/A
4.	In Order to Reflect the Audit Committee Name Change to the	Management	For	TNA	N/A

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

MERCADOLIBRE INC

ISIN	US58733R1023	Meeting Date	07-Jun-23
Ticker	MELI	Deadline Date	06-Jun-23
Country	United States	Record Date	11-Apr-23
Blocking	No	Vote Date	22-May-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.1	Elect Susan L. Segal	Management	For	For	For
1.2	Elect Mario Eduardo Vázquez	Management	For	Withhold	Against
1.3	Elect Alejandro Nicolás Aguzin	Management	For	Withhold	Against
2.	Advisory Vote on Executive Compensation	Management	For	For	For
3.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	For
4.	Ratification of Auditor	Management	For	For	For

LULULEMON ATHLETICA INC.

ISIN	US5500211090	Meeting Date	07-Jun-23
Ticker	LULU	Deadline Date	06-Jun-23
Country	United States	Record Date	10-Apr-23
Blocking	No	Vote Date	22-May-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Michael Casey	Management	For	Against	Against
1b.	Elect Glenn Murphy	Management	For	For	For
1c.	Elect David M. Mussafer	Management	For	Against	Against
1d.	Elect Isabel Ge Mahe	Management	For	For	For
2.	Ratification of Auditor	Management	For	For	For
3.	Advisory Vote on Executive Compensation	Management	For	Against	Against
4.	Frequency of Advisory Vote on Executive Compensation	Management		1 Year	N/A
5.	Approval of the 2023 Equity Incentive Plan	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

SALESFORCE INC

ISIN	US79466L3024	Meeting Date	08-Jun-23
Ticker	CRM	Deadline Date	07-Jun-23
Country	United States	Record Date	14-Apr-23
Blocking	No	Vote Date	22-May-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Marc R. Benioff	Management	For	For	For
1b.	Elect Laura Alber	Management	For	For	For
1c.	Elect Craig A. Conway	Management	For	For	For
1d.	Elect Arnold W. Donald	Management	For	For	For
1e.	Elect Parker Harris	Management	For	For	For
1f.	Elect Neelie Kroes	Management	For	For	For
1g.	Elect Sachin Mehra	Management	For	For	For
1h.	Elect G. Mason Morfit	Management	For	For	For
1i.	Elect Oscar Munoz	Management	For	For	For
1j.	Elect John V. Roos	Management	For	For	For
1k.	Elect Robin L. Washington	Management	For	For	For
1l.	Elect Maynard G. Webb	Management	For	For	For
1m.	Elect Susan D. Wojcicki	Management	For	For	For
2.	Amendment to the 2013 Equity Incentive Plan	Management	For	For	For
3.	Ratification of Auditor	Management	For	Against	Against
4.	Advisory Vote on Executive Compensation	Management	For	Against	Against
5.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	For
6.	Shareholder Proposal Regarding Independent Chair	Shareholder	Against	Against	For
7.	Shareholder Proposal Regarding Company Directors Serving	Shareholder	Against	Against	For

ACTIVISION BLIZZARD INC

ISIN	US00507V1098	Meeting Date	21-Jun-23
Ticker	ATVI	Deadline Date	20-Jun-23
Country	United States	Record Date	25-Apr-23
Blocking	No	Vote Date	16-Jun-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Reveta Bowers	Management	For	For	For
1b.	Elect Kerry Carr	Management	For	For	For
1c.	Elect Robert J. Corti	Management	For	For	For
1d.	Elect Brian G. Kelly	Management	For	Against	Against
1e.	Elect Robert A. Kotick	Management	For	For	For
1f.	Elect Barry Meyer	Management	For	For	For
1g.	Elect Robert J. Morgado	Management	For	For	For
1h.	Elect Peter Nolan	Management	For	For	For
1i.	Elect Dawn Ostroff	Management	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	For
3.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	For
4.	Ratification of Auditor	Management	For	For	For
5.	Shareholder Proposal Regarding Severance Approval Policy	Shareholder	Against	For	Against
6.	Shareholder Proposal Regarding Policy on Freedom of	Shareholder	Against	For	Against
7.	Shareholder Proposal Regarding Report on Harassment and	Shareholder	Against	Abstain	N/A

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

MASTERCARD INCORPORATED

ISIN	US57636Q1040	Meeting Date	27-Jun-23
Ticker	MA	Deadline Date	26-Jun-23
Country	United States	Record Date	28-Apr-23
Blocking	No	Vote Date	12-Jun-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Merit E. Janow	Management	For	Against	Against
1b.	Elect Candido Botelho Bracher	Management	For	For	For
1c.	Elect Richard K. Davis	Management	For	For	For
1d.	Elect Julius Ganachowski	Management	For	For	For
1e.	Elect Choon Phong Goh	Management	For	For	For
1f.	Elect Oki Matsumoto	Management	For	For	For
1g.	Elect Michael Miebach	Management	For	For	For
1h.	Elect Youngme E. Moon	Management	For	For	For
1i.	Elect Rima Qureshi	Management	For	For	For
1j.	Elect Gabrielle Sulzberger	Management	For	For	For
1k.	Elect Harit Talwar	Management	For	For	For
1l.	Elect Lance Ugglia	Management	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	For
3.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	For	For
4.	Approval of the Employee Stock Purchase Plan	Management	For	For	For
5.	Ratification of Auditor	Management	For	Against	Against
6.	Shareholder Proposal Regarding Report on Board Oversight	Shareholder	Against	Against	For
7.	Shareholder Proposal Regarding Report on Oversight of	Shareholder	Against	For	Against
8.	Shareholder Proposal Regarding Lobbying Report	Shareholder	Against	Against	For
9.	Shareholder Proposal Regarding Shareholder Approval of	Shareholder	Against	For	Against
10.	Shareholder Proposal Regarding Cost Benefit Analysis of	Shareholder	Against	Against	For

BROOKFIELD RENEWABLE CORPORATION

ISIN	CA11284V1058	Meeting Date	27-Jun-23
Ticker	BEPC	Deadline Date	22-Jun-23
Country	United States	Record Date	09-May-23
Blocking	No	Vote Date	12-Jun-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.1	Elect Jeffrey M. Blidner	Management	For	Withhold	Against
1.2	Elect Scott R. Cutler	Management	For	For	For
1.3	Elect Sarah Deasley	Management	For	For	For
1.4	Elect Nancy Dorn	Management	For	For	For
1.5	Elect Eleazar de Carvalho Filho	Management	For	For	For
1.6	Elect Randy MacEwen	Management	For	For	For
1.7	Elect David Mann	Management	For	For	For
1.8	Elect Louis J. Maroun	Management	For	For	For
1.9	Elect Stephen Westwell	Management	For	For	For
1.10	Elect Patricia Zuccotti	Management	For	For	For
2	Appointment of Auditor and Authority to Set Fees	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

SHOPIFY INC

ISIN	CA82509L1076	Meeting Date	27-Jun-23
Ticker	SHOP	Deadline Date	22-Jun-23
Country	Canada	Record Date	16-May-23
Blocking	No	Vote Date	12-Jun-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1A	Elect Tobias Lütke	Management	For	For	For
1B	Elect Robert G. Ashe	Management	For	Against	Against
1C	Elect Gail Goodman	Management	For	Against	Against
1D	Elect Colleen M. Johnston	Management	For	Against	Against
1E	Elect Jeremy Levine	Management	For	Against	Against
1F	Elect Toby Shannan	Management	For	For	For
1G	Elect Fiji Simo	Management	For	For	For
1H	Elect Bret Taylor	Management	For	For	For
2	Appointment of Auditor and Authority to Set Fees	Management	For	For	For
3	Advisory Vote on Executive Compensation	Management	For	Against	Against

LINDE PLC

ISIN	IE000S9YS762	Meeting Date	24-Jul-23
Ticker		Deadline Date	07-Jul-23
Country	Ireland	Record Date	27-Apr-23
Blocking	No	Vote Date	03-Jul-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1A	Elect Stephen F. Angel	Management	For	For	For
1B	Elect Sanjiv Lamba	Management	For	For	For
1C	Elect Ann-Kristin Achleitner	Management	For	For	For
1D	Elect Thomas Enders	Management	For	For	For
1E	Elect Hugh Grant	Management	For	Against	Against
1F	Elect Joe Kaeser	Management	For	Against	Against
1G	Elect Victoria E. Ossadnik	Management	For	Against	Against
1H	Elect Martin H. Richenhagen	Management	For	For	For
1I	Elect Alberto Weisser	Management	For	For	For
1J	Elect Robert L. Wood	Management	For	For	For
2A	Ratification of Auditor	Management	For	Against	Against
2B	Authority to Set Auditor's Fees	Management	For	For	For
3	Advisory Vote on Executive Compensation	Management	For	For	For
4	Amendment to Supermajority Requirements	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

ICON PLC

ISIN	IE0005711209	Meeting Date	25-Jul-23
Ticker	ICLR	Deadline Date	21-Jul-23
Country	Ireland	Record Date	02-Jun-23
Blocking	No	Vote Date	13-Jul-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.1	Elect Caran Murray	Management	For	For	For
1.2	Elect Steve Cutler	Management	For	For	For
1.3	Elect Rónán Murphy	Management	For	For	For
1.4	Elect John Climax	Management	For	For	For
1.5	Elect Eugene McCague	Management	For	For	For
1.6	Elect Joan Garahy	Management	For	For	For
1.7	Elect Julie O'Neill	Management	For	For	For
1.8	Elect Linda S. Grais	Management	For	For	For
2.	Accounts and Reports	Management	For	For	For
3.	Authority to Set Auditor's Fees	Management	For	For	For
4.	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
5.	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	For
6.	Authority to Repurchase Shares	Management	For	For	For
7.	Authorize Price Range for the Reissuance of Treasury Shares	Management	For	For	For

NIKE, INC.

ISIN	US6541061031	Meeting Date	12-Sep-23
Ticker	NKE	Deadline Date	11-Sep-23
Country	United States	Record Date	12-Jul-23
Blocking	No	Vote Date	13-Sep-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Cathleen A. Benko	Management	For	For	For
1b.	Elect Alan B. Graf, Jr.	Management	For	For	For
1c.	Elect John W. Rogers, Jr.	Management	For	Withhold	Against
1d.	Elect Robert Holmes Swan	Management	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	For
3.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	For
4.	Ratification of Auditor	Management	For	Against	Against
5.	Shareholder Proposal Regarding Median Gender and Racial	Shareholder	Against	For	Against
6.	Shareholder Proposal Regarding Report on Supply Chain	Shareholder	Against	For	Against

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

NOVARTIS AG

ISIN	CH0012005267	Meeting Date	15-Sep-23
Ticker		Deadline Date	07-Sep-23
Country	Switzerland	Record Date	12-Sep-23
Blocking	No	Vote Date	29-Aug-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Dividend in Kind to Effect Spin-Off of Sandoz Group AG	Management	For	For	For
2	Amendment to Par Value	Management	For	For	For
3	Additional or Amended Proposals	Management		Against	N/A

MEDTRONIC PLC

ISIN	IE00BTN1Y115	Meeting Date	19-Oct-23
Ticker	MDT	Deadline Date	18-Oct-23
Country	Ireland	Record Date	25-Aug-23
Blocking	No	Vote Date	09-Oct-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Craig Arnold	Management	For	For	For
1b.	Elect Scott C. Donnelly	Management	For	For	For
1c.	Elect Lidia L. Fonseca	Management	For	For	For
1d.	Elect Andrea J. Goldsmith	Management	For	For	For
1e.	Elect Randall J. Hogan, III	Management	For	For	For
1f.	Elect Gregory P. Lewis	Management	For	For	For
1g.	Elect Kevin E. Lofton	Management	For	For	For
1h.	Elect Geoffrey Straub Martha	Management	For	For	For
1i.	Elect Elizabeth G. Nabel	Management	For	For	For
1j.	Elect Denise M. O'Leary	Management	For	Against	Against
1k.	Elect Kendall J. Powell	Management	For	Against	Against
2.	Appointment of Auditor and Authority to Set Fees	Management	For	Against	Against
3.	Advisory Vote on Executive Compensation	Management	For	For	For
4.	Approval of the 2024 Employee Stock Purchase Plan	Management	For	For	For
5.	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
6.	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	For
7.	Authority to Repurchase Shares	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

AUTOMATIC DATA PROCESSING INC.

ISIN	US0530151036	Meeting Date	08-Nov-23
Ticker	ADP	Deadline Date	07-Nov-23
Country	United States	Record Date	11-Sep-23
Blocking	No	Vote Date	31-Oct-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Peter E. Bisson	Management	For	For	For
1b.	Elect Maria Black	Management	For	For	For
1c.	Elect David V. Goekeler	Management	For	For	For
1d.	Elect Linnie M. Haynesworth	Management	For	For	For
1e.	Elect John P. Jones	Management	For	For	For
1f.	Elect Francine S. Katsoudas	Management	For	For	For
1g.	Elect Nazic S. Kaene	Management	For	For	For
1h.	Elect Thomas J. Lynch	Management	For	For	For
1i.	Elect Scott F. Powers	Management	For	For	For
1j.	Elect William J. Ready	Management	For	Against	Against
1k.	Elect Carlos A. Rodriguez	Management	For	Against	Against
1l.	Elect Sandra S. Wijnberg	Management	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	For
3.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	For
4.	Ratification of Auditor	Management	For	Against	Against

CISCO SYSTEMS, INC.

ISIN	US17275R1023	Meeting Date	06-Dec-23
Ticker	CSCO	Deadline Date	05-Dec-23
Country	United States	Record Date	09-Oct-23
Blocking	No	Vote Date	27-Nov-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Wesley G. Bush	Management	For	For	For
1b.	Elect Michael D. Capellas	Management	For	For	For
1c.	Elect Mark S. Garrett	Management	For	For	For
1d.	Elect John D. Harris II	Management	For	For	For
1e.	Elect Kristina M. Johnson	Management	For	For	For
1f.	Elect Sarah Rae Murphy	Management	For	For	For
1g.	Elect Charles H. Robbins	Management	For	For	For
1h.	Elect Daniel H. Schulman	Management	For	For	For
1i.	Elect Marianna Tessel	Management	For	For	For
2.	Amendment to the 2005 Stock Incentive Plan	Management	For	For	For
3.	Advisory Vote on Executive Compensation	Management	For	Against	Against
4.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	For
5.	Ratification of Auditor	Management	For	Against	Against
6.	Shareholder Proposal Regarding Report on Tax Transparency	Shareholder	Against	For	Against

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

MICROSOFT CORPORATION

ISIN	US5949181045	Meeting Date	07-Dec-23
Ticker	MSFT	Deadline Date	06-Dec-23
Country	United States	Record Date	29-Sep-23
Blocking	No	Vote Date	27-Nov-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Reid G. Hoffman	Management	For	For	For
1b.	Elect Hugh F. Johnston	Management	For	Against	Against
1c.	Elect Teri L. List	Management	For	For	For
1d.	Elect Catherine MacGregor	Management	For	For	For
1e.	Elect Mark Mason	Management	For	For	For
1f.	Elect Satya Nadella	Management	For	For	For
1g.	Elect Sandra E. Peterson	Management	For	For	For
1h.	Elect Penny S. Pritzker	Management	For	For	For
1i.	Elect Carlos A. Rodriguez	Management	For	For	For
1j.	Elect Charles W. Scharf	Management	For	For	For
1k.	Elect John W. Stanton	Management	For	For	For
1l.	Elect Emma N. Walmsley	Management	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	For
3.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	For
4.	Ratification of Auditor	Management	For	Against	Against
5.	Shareholder Proposal Regarding Report on Median	Shareholder	Against	Against	For
6.	Shareholder Proposal Regarding EEO Policy Risk Report	Shareholder	Against	Against	For
7.	Shareholder Proposal Regarding Report on Government	Shareholder	Against	Against	For
8.	Shareholder Proposal Regarding Risks of Developing Military	Shareholder	Against	For	Against
9.	Shareholder Proposal Regarding Report on Climate Risk In	Shareholder	Against	Against	For
10.	Shareholder Proposal Regarding Report on Tax Transparency	Shareholder	Against	For	Against
11.	Shareholder Proposal Regarding Report on Siting in	Shareholder	Against	Against	For
12.	Shareholder Proposal Regarding Third-Party Political	Shareholder	Against	Against	For
13.	Shareholder Proposal Regarding Report on AI Misinformation	Shareholder	Against	Against	For

PALO ALTO NETWORKS INC

ISIN	US6974351057	Meeting Date	12-Dec-23
Ticker	PANW	Deadline Date	11-Dec-23
Country	United States	Record Date	16-Oct-23
Blocking	No	Vote Date	01-Dec-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Nikesh Arora	Management	For	For	For
1b.	Elect Aparna Bawa	Management	For	Against	Against
1c.	Elect Carl M. Eschenbach	Management	For	For	For
1d.	Elect Lorraine Twohill	Management	For	Against	Against
2.	Ratification of Auditor	Management	For	For	For
3.	Advisory Vote on Executive Compensation	Management	For	Against	Against
4.	Amendment to the 2021 Equity Incentive Plan	Management	For	For	For

RECHTLICHE HINWEISE

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